GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:2519
ANSWERED ON:01.08.2016
ILO Concern over Gender Gap on Workforce
Ashok Kumar Shri K.;Dev Km. Sushmita;Gaikwad Dr. Sunil Baliram;Gupta Shri Sudheer;Mahato Shri Bidyut Baran;Raju Shri Gokaraju Ganga;S.R. Shri Vijay Kumar;Sawaikar Shri Advocate Narendra Keshav;Scindia Shri Jyotiraditya Madhavrao;Singh Shri Kunwar Haribansh

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the details of estimated employment and their workforce participation rate for male and female in rural and urban areas during the last three years in the country;
(b) whether the International Labour Organisation (ILO) has expressed concerns over lesser female labour force participation in the country;
(c) if so, the details thereof and the reasons therefor along with the average female labour force participation in the country as compared to other countries during the said period; and
(d) the corrective measures taken/being taken by the Government in this regard?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a): As per the result of most recent three labour force surveys on employment and unemployment conducted during 2004-05, 2009-10 and 2011-12 by National Sample Survey Office (NSSO), Ministry of Statistics and Programme Implementation, the estimated employment and workforce participation rate on usual status basis is given below:

Estimated Employment (in crore)

Year	Rural		Urban	
	Male	Female	Male	Female
2004-05	21.95	12.43	9.06	2.47
2009-10	22.98	10.57	10.44	2.56
2011-12	23.49	10.20	10.98	2.74

Workforce Participation Rate (in percent)

2004-05	54.6	32.7	54.9	16.6
2009-10	54.7	26.1	54.3	13.8
2011-12	54.3	24.8	54.6	14.7

(b) & (c): As per International Labour Organisation (ILO)'s estimates and projections the female labour force participation rate (aged 15 years and above) in country was 36.8% during 2005 and 28.6% during 2010 which has declined to 26.8% during 2012. The decline in female labour force participation rate may be attributed to factors like increase in level of income in rural areas due to increase in real wages, increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. The Female Labour force participation rates in other countries are given at Annex.

(d): The Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill activities in 20 Ministries running skill development schemes across 70 sectors. Government has implemented the National Career Service having a portal (www.ncs.gov.in) for online registration and posting of jobs for job-seekers and provide other employment related services. Government has also taken measures through schemes such as National Rural Livelihood Mission, National Urban Livelihood Mission etc. will enhance the skill potential of rural and urban females and make them employable. Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers, The Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and the Building and other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996. The Mines CrÃ¨che Rules, 1966 provide for establishment of crÃ¨ches for the benefit of women workers. The Plantation Labour Act, 1951 provides that the women workers be provided time-off for feeding children and Mahatma Gandhi National Rural Employment Guarantee Act, 2005 also provides for child care facilities at worksite.
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